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AUTHOR	Brown, Patricia C.
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ABSTRACT

This publication presents 3 figures and 20 tables of data on higher education faculty salaries from 1980 to 1991. An opening section details the source and scope of the data collection. The figures show annual percentage change in average salaries of full-time instructional faculty, average faculty salaries in constant dollars and percentage of full-time instructional faculty on 9- and 10- month and 11- and 12-month contracts for 1990-91. The first 16 tables present the following types of data primarily for 9- and 10-month contracts: (1) salaries for the 50 states and the District of Columbia; (2) salaries by academic rank, type and control of institution; (3) salaries by academic rank and sex; (4) salaries by academic rank, sex, and type and control of institutions; (5) Consumer Price Index factors; (6) fringe benefits; (7) salaries by academic rank and state; (8) salaries in public institutions; (9) salaries in private institutions; (10) salaries in four-year, higher education institutions; (11) salaries in two-year institutions; (12) salaries in four-year public institutions; (13) salaries in two-year public institutions; (14) salaries in four-year private institutions; (15) total full-time faculty; (16) total full-time faculty with tenure; (17) salaries of full-time faculty on 11- and 12-month contracts; (18) salaries of full-time faculty on 11- and 12-month contracts by rank, sex and control of institution; (19) total 11- and 12-month faculty; and (20) salaries of faculty on 11- and 12-month contracts by rank and state. An appendix contains the survey instrument. (JB)

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Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts in Institutions of Higher Education, 1980–81 Through 1990–91

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Salaries of Full-Time Instructional Faculty on 9- and 10-Month and 11- and 12-Month Contracts in Institutions of Higher Education, 1980–81 Through 1990–91

Patricia Q. Brown
Postsecondary Education Statistics Division

U.S. Department of Education
Office of Educational Research and Improvement NCES 92-050

U.S. Department of Education
Lamar Alexander
Secretary

Office of Educational Research and Improvement
Diane Ravitch
Assistant Secretary

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May 1992

Contact:
Patricia Q. Brown
(202) 219–1593

Highlights

The increase in average salaries for full-time instructional faculty in higher education institutions kept pace with inflation in 1990-91. In 1981-82[1] the increases in average salaries of full-time instructional faculty exceeded inflation for the first time during the 10-year period 1980-81 to 1990-91, with a gain of 0.6 percent in constant dollars over the previous year. The increases in average salaries continued to exceed inflation through 1989-90, with the highest 1-year gain occurring in 1985-86, a 3.4 percent increase in constant dollars (figure 1). Other findings include the following:

- In 1990-91, the full-time instructional faculty on 9- and 10-month contracts in institutions of higher education earned an average salary of $42,147 (table 7). Average salaries in 1990-91 ranged from about $55,500 for professors to about $30,100 for lecturers (table 1).

- In current dollars, instructors received the largest annual percentage increase (5.4), from about $25,000 in 1989-90 to about $26,400 in 1990-91. The smallest annual percentage increase (3.9) occurred for lecturers, who earned about $29,000 in 1989-90 and $30,100 in 1990-91 (table 1).

- Average salaries in constant 1990-91 dollars show a decline for every rank. Instructors had the smallest annual decrease of 0.1 percent (table 1).

- The percentage difference in average salaries of faculty in 2-year public and private institutions widened between 1980-81 and 1990-91 for every rank (table 2). In 1980-81 the average salary for those with no academic rank at 2-year public institutions was 26.6 percent higher than that of those with no academic rank at 2-year private institutions; the gap widened in 1990-91 to 60.9 percent.

- When examined by rank, the pattern of average salaries of lecturers in 4-year private institutions was higher than the average salary of lecturers in 4-year public institutions. This is the only rank where faculty in private institutions had higher average salaries than faculty in public institutions in both 1989-90 and 1990-91 (table 4).

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[1]These data represent an annual percentage change where possible. Other years are biennial changes. Data for 1983-84, 1986-87 and 1988-89 were not collected, so salaries for these years were derived as the midpoint of the two surrounding years.

- Average salaries in constant dollars continue to be higher for males than for females, $45,000 versus $35,900 in 1990-91 (table 3) for all ranks combined. In 1980-81 male faculty had an average salary of $37,900, while female faculty had an average salary of $31,000 (table 3). The relative difference in male and female salaries varies among academic ranks.

- Average salaries by state in 1990-91 for full-time instructional faculty on 9- and 10-month contracts ranged from $51,400 for California $31,688 for Mississippi (table 7).

- The total number of full-time instructional faculty on 9- and 10-month contracts, 379,373 (table 15), represented 86.1 percent of the total full-time instructional faculty in 1990-91 (figure 3). There were 61,452 (table 19) full-time instructional faculty on 11- and 12-month contracts with 28.8 percent being professors.

- In 1990-91, average salaries for full-time instructional faculty on 11- and 12-month contracts ranged from a high of $67,370 for professors to a low of $31,270 for instructors (table 17).

- Among the states, average salaries for full-time instructional faculty (all ranks combined) on 11- and 12- month contracts ranged from $69,781 to $34,481 in 1990-91. There were only four states in which the full-time instructional faculty earned an average salary less than $40,000—Mississippi, Vermont, South Dakota, and Maine (table 20).

- Over $4.2 billion was spent on fringe benefits for full-time instructional faculty on 9- and 10-month contracts (table 6). Retirement plans (vested within 5 years), medical/dental plans and social security taxes accounted for 21.9, 21.1 and 20.7 percent, respectively, of total expenditures (table 6).

- In academic year 1990-91, 87.5 percent of full-time instructional faculty on 9- and 10-month contracts and 82.9 percent of the faculty on 11- and 12-month contracts received medical/dental benefits (table 6). Only 0.5 percent of all faculty received the housing plan benefit.

This E.D. TABS report presents the results of data on salaries of full-time instructional faculty on 9- and 10-month and 11- and 12-month contracts that were collected through the Integrated Postsecondary Education Data System (IPEDS) for the academic years 1987-88, 1989-90 and 1990-91[2]. In prior years, data were collected through the Higher Education General Information Survey (HEGIS) 1980-81 through 1985-86.

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[2]The data on 11- and 12- month contracts are for 1990-91, only.

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Scope

The 1990-91 salary survey was mailed to 3,604 postsecondary education institutions, including 2,212 to 4-year institutions, 1,369 to 2-year institutions, and 23 to less-than-2-year institutions.

The salary universe was developed by selecting from the 1990-91 institutional characteristics (IC) Universe I: all accredited higher education (including the accredited less-than-2-year institutions) and non-accredited institutions that grant bachelor, master's, doctoral, and first professional degrees. Institutions that had answered yes to any of the exclusion questions on the IC form were dropped from the analysis. Those exclusions are:

a. Are all instructional faculty employed on a part-time basis?

b. Do all instructional faculty contribute services (e.g., are members of a religious order), or are they all military personnel?

c. Do all instructional faculty teach preclinical or clinical medicine?

The forms were mailed out in July 1990. The survey results were collected from November 15, 1990 through April 15, 1991. During this time period 50 institutions were deleted from the salary universe. The deletions (out-of-scope) were received through formal notification from IPEDS state coordinators, the Department of Education eligibility notices, and from followup telephone calls. They included schools that had closed, did not offer postsecondary programs, or were duplicated in the file.

Data in this report are for institutions of higher education—those institutions accredited at the college level by an agency recognized by the U.S. Secretary of Education. Readers should note that year-to-year changes in the composition of this group of institutions may contribute minimally to changes in these data. These institutions were previously surveyed under the Higher Education General Information Survey (HEGIS), which the Integrated Postsecondary Education Data System (IPEDS) supersedes. The higher education institutions had a response rate of 79.8 percent.

Followup

Followup for nonresponse was started on January 9, 1991 by letter or contact with state coordinators. Also data for institutions with FICE codes (i.e, higher education institutions) were checked for consistency with their prior year's response.

Editing

Data were edited for major reporting and processing errors. Generated totals were compared to the reported totals. If discrepancies between reported and generated totals were within an acceptable range (i.e, + or - 10 percent), the generated totals replaced the reported totals; otherwise, institutions were contacted to resolve these discrepancies. On the data file, generated totals are indicated by an imputation flag.

Imputations

Data were imputed for total nonresponding institutions only. Data for partial responses were resolved by telephoning respondents to the survey.

Imputation procedures used for nonresponding institutions were as follows:

I. For institutions that responded in 1989-90 and not in 1990-91, the following method was used:

A percentage change by level (4-year, 2-year, and less-than-2-year) and control (public, private nonprofit, and private for-profit) was calculated for institutions responding in both 1989-90 and 1990-91. The percentage change was multiplied by reported 1989-90 data to get an estimate for 1990-91 salary outlays and number of faculty.

II. Institutions not reporting in 1989-90 or 1990-91

1. All responding institutions were grouped into IPEDS sectors.

2. Sectors 1 and 2 (4-year public and private nonprofit institutions) were further disaggregated into:

   (a) schools granting 30 or more doctoral degrees;

   (b) schools granting 30 or more postbaccalaureate degrees, but not 30 or more doctoral degrees; and

   (c) all other.

3. For all the reporting schools in each of the identified groups, the ratio of the number of full-time instructional faculty (9/10, 11/12 and other months summed) per full-time-equivalent (FTE) student was computed. The number of FTE students was calculated by taking all of the full-time students plus one-third of the part-time students as reported in the IPEDS Fall Enrollment survey.

4. The FTE enrollment for each nonresponding institutions was obtained from the IPEDS Fall Enrollment survey.

5. The average number of full-time instructional faculty per FTE for the sector was then multiplied by the FTE enrollment of the non-responding institutions. This yielded an estimate for total full-time instructional faculty of the nonresponding school. The same methodology was used to obtain the salary outlays for nonresponding schools.

6. To distribute the estimated total full-time instructional faculty across the various academic ranks, a reporting institution was randomly selected from the same IPEDS sector as the nonrespondent.

7. Each cell in columns 4 (total faculty) and 5 (total outlays) in the randomly selected institution was divided by its total faculty and outlays. These percentages were multiplied by the total estimated full-time faculty and outlays in the nonresponding school.

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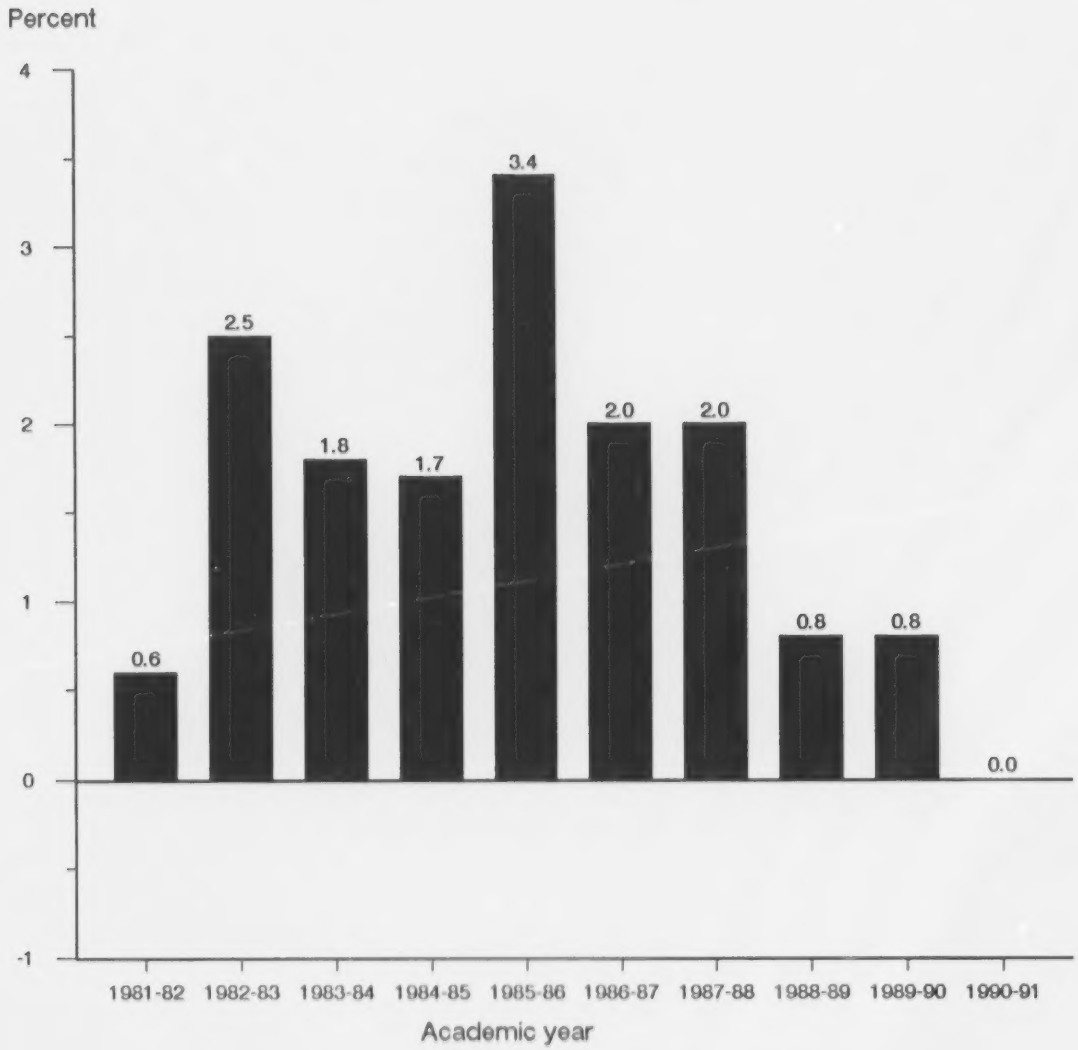
The author appreciates the reviewers of this E.D. TABS: John Lee, JBL Associates, Inc.; W. Lee Hansen, University of Wisconsin-Madison; and Thomas D. Snyder and Summer D. Whitener, National Center for Education Statistics. The author thanks Paulette Vanderhorst for her technical assistance.

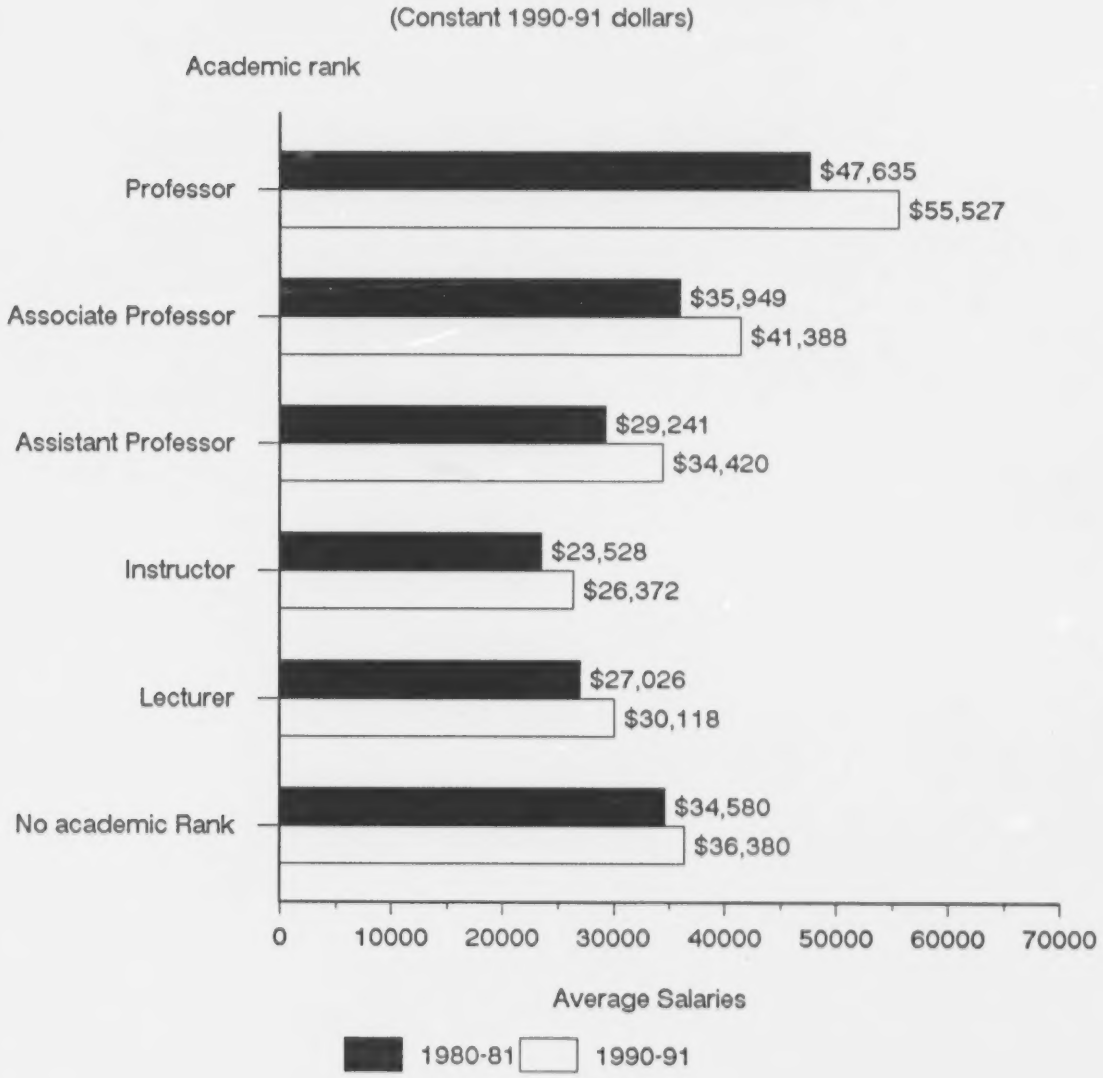
Figure 1.--Annual percentage change in average salaries of full-time instructional faculty at institutions of higher education, adjusted for inflation: 1980-81 through 1990-91



NOTE: Data for 1983-84, 1986-87 and 1988-89 were derived as the midpoint of the two surrounding years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90 and 1990-91 and HEGIS "Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty" surveys, various years.

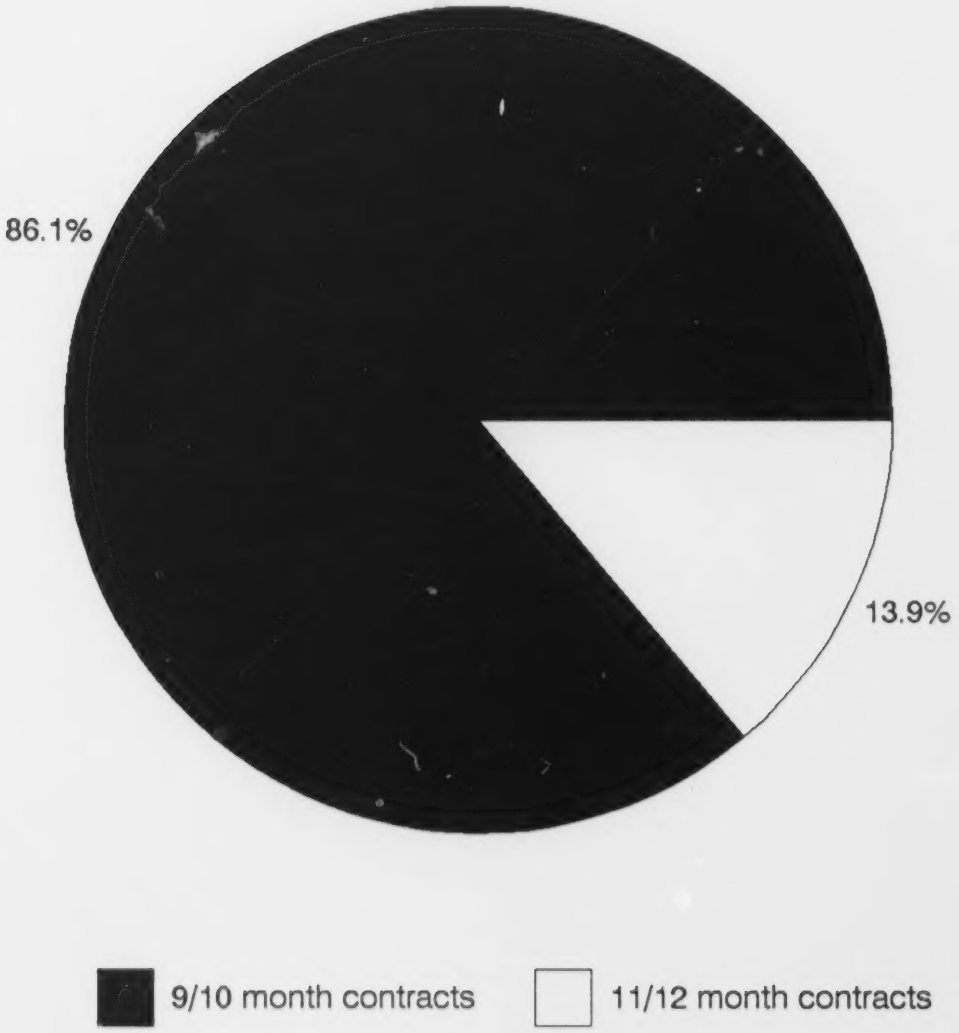
Figure 2.--Average faculty salaries in constant dollars at institutions of higher education, by academic rank: 1980-81 and 1990-91



SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1980-81" surveys.

Figure 3.--Percentage of full-time instructional faculty on 9- and 10-month and 11- and 12-month contracts: 50 states and District of Columbia

Academic year 1990-91



*The total number of full-time instructional faculty, at institutions of higher education was 440,825 in 1990-91.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries Tenure, and Fringe Benefits of Full-time Instructional Faculty" survey, 1990-91.

Table 1.--Average salaries of full-time instructional faculty on 9- and 10-month contracts, by academic year and by academic rank: 50 states and the District of Columbia, 1980-81 through 1990-91

Academic year	Professor		Associate professor		Assistant professor		Instructor		Lecturer		No Academic rank	
	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change	Average salary	Annual percent change
						Constant 1990-91 dollars						
1980-81	47,635	---	35,949	---	29,241	---	23,528	---	27,026	---	34,580	---
1981-82	47,726	0.2	36,036	0.2	29,354	0.4	23,491	-0.2	26,942	-0.3	34,700	0.3
1982-83	48,629	1.9	36,793	2.1	30,123	2.6	24,094	2.6	27,616	2.5	34,947	0.7
1984-85	50,321	1/	37,915	1/	31,233	1/	24,775	1/	28,278	1/	34,880	1/
1985-86	52,018	3.4	39,119	3.2	32,338	3.5	25,743	3.9	29,253	3.4	35,798	2.6
1987-88 2/	54,380	1/	40,728	1/	33,652	1/	26,274	1/	30,030	1/	36,452	1/
1989-90 2/	55,697	2.4	41,546	2.0	34,476	2.4	26,398	0.5	30,575	1.8	36,448	-0.0
1990-91	55,527	-0.3	41,388	-0.4	34,420	-0.2	26,372	-0.1	30,118	-1.5	36,380	-0.2
						Current dollars						
1980-81	30,813	---	23,254	---	18,915	---	15,219	---	17,482	---	22,368	---
1981-82	33,539	8.8	25,324	8.9	20,628	9.1	16,508	8.5	18,933	8.3	24,385	9.0
1982-83	35,641	6.3	26,966	6.5	22,078	7.0	17,659	7.0	20,240	6.9	25,613	5.0
1984-85	39,743	1/	29,945	1/	24,668	1/	19,567	1/	22,334	1/	27,548	1/
1985-86	42,268	6.4	31,787	6.2	26,277	6.5	20,918	6.9	23,770	6.4	29,088	5.6
1987-88 2/	47,040	1/	35,231	1/	29,110	1/	22,728	1/	25,977	1/	31,532	1/
1989-90 2/	52,810	12.3	39,932	11.8	32,689	12.3	25,030	10.1	28,990	11.6	34,559	9.6
1990-91	55,527	5.1	41,388	5.1	34,420	5.3	26,372	5.4	30,118	3.9	36,380	5.3

---Not applicable.

1/Not computed. The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1987-88, 1989-90 and 1990-91 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys.

Table 2.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts, by academic rank, type, and control of institutions: 50 states and the District of Columbia, 1980-81 and 1990-91

Academic rank and institutional type	1980-81			1990-91		
	Public	Private	Percent difference	Public	Private	Percent difference
All ranks combined						
4-year	$24,391	$22,447	8.7	$44,497	$42,183	5.5
2-year	22,218	15,112	47.0	37,064	24,017	54.3
Professor						
4-year	31,455	30,172	4.3	56,658	56,107	1.0
2-year	27,025	18,807	43.7	45,412	29,535	53.8
Associate professor						
4-year	23,901	21,967	8.8	42,732	40,064	6.7
2-year	22,991	18,047	27.4	38,040	26,434	43.9
Assistant professor						
4-year	19,442	17,837	9.0	35,511	33,208	6.9
2-year	19,393	14,710	31.8	32,671	24,582	32.9
Instructor						
4-year	15,465	14,390	7.5	26,129	25,095	4.1
2-year	15,966	12,163	31.3	28,637	20,868	37.2
Lecturer						
4-year	17,784	16,290	9.2	29,997	31,020	-3.3
2-year	16,884	*	*	28,732	*	*
No academic rank						
4-year	19,400	16,654	16.5	32,307	31,140	3.7
2-year	22,888	18,082	26.6	37,086	23,046	60.9

*The numbers of faculty reported in this category were too small to yield reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91," and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1980-81.

Table 3.--Average salaries in constant 1990-91 dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank and sex: 50 states and the District of Columbia, 1980-81 through 1990-91

Academic year and sex	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
1980-81							
Total	$36,121	$47,635	$35,949	$29,241	$23,528	$27,026	$34,580
Men	37,931	48,042	36,283	29,730	24,101	28,523	35,846
Women	31,008	43,898	34,627	28,292	23,025	25,278	32,309
1981-82							
Total	36,334	47,726	36,036	29,354	23,491	26,942	34,700
Men	38,221	48,152	36,389	29,937	24,177	28,335	36,026
Women	31,127	43,941	34,709	28,309	22,906	25,385	32,364
1982-83							
Total	37,227	48,629	36,793	30,123	24,094	27,616	34,947
Men	39,198	49,115	37,218	30,840	24,881	29,145	36,269
Women	31,843	44,507	35,271	28,867	23,400	25,937	32,645
1983-84 1/							
1984-85							
Total	38,551	50,321	37,915	31,233	24,775	28,278	34,880
Men	40,747	50,987	38,481	32,072	25,683	29,827	36,121
Women	32,845	45,359	36,107	29,850	23,983	26,594	32,830
1985-86							
Total	39,864	52,018	39,119	32,338	25,743	29,253	35,798
Men	42,204	52,713	39,717	33,344	26,697	31,059	37,248
Women	33,937	47,075	37,289	30,725	24,905	27,411	33,438
1986-87 1/							
1987-88 2/							
Total	41,498	54,380	40,728	33,652	26,274	30,030	36,452
Men	44,058	55,183	41,413	34,781	27,334	31,967	37,856
Women	35,258	48,982	38,759	31,907	25,389	28,172	34,224
1988-89 1/							
1989-90 2/							
Total	42,327	55,6[illegible]	41,546	34,476	26,398	30,574	36,447
Men	45,101	56,583	42,325	35,628	27,350	32,865	37,947
Women	36,052	50,268	39,517	32,789	25,649	28,471	34,307
1990-91							
Total	42,147	55,527	41,388	34,420	26,372	30,118	36,380
Men	45,048	56,537	42,213	35,616	27,435	32,470	38,023
Women	35,865	49,707	39,304	32,716	25,570	28,088	34,161

1/The data for the 1983-84 academic year were not edited; and thus, they could not be analyzed. Data were not collected for the 1986-87 and 1988-89 academic years.
2/Data revised from previously published data.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" 1987-88, 1989-90 and 1990-91 surveys and HEGIS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty" surveys 1979-80 through 1985-86.

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Table 4.--Average salaries in current dollars of full-time instructional faculty on 9- and 10-month contracts in institutions of higher education, by academic rank, sex, type, and control of institutions: 50 states and the District of Columbia, 1980-81 through 1990-91

Academic Rank	1980-81	1981-82	1982-83	1984-85	1985-86	1987-88 1/	1989-90 1/	1990-91
				Public 4-year				
All institutions	$24,391	$26,615	$28,317	$31,764	$34,033	$37,840	$42,365	$44,497
Academic rank								
Professor	31,455	34,080	35,928	40,176	43,044	47,917	53,870	56,658
Associate professor	23,901	25,975	27,513	30,595	32,642	36,272	40,663	42,732
Assistant professor	19,442	21,201	22,588	25,287	27,100	30,037	33,755	35,511
Instructor	15,465	16,754	17,772	19,674	20,895	22,637	24,820	26,129
Lecturer	17,784	19,121	20,144	22,511	23,862	26,057	28,658	29,997
No academic rank	19,400	21,081	21,348	23,392	25,142	27,195	30,975	32,307
Sex								
Men	25,520	27,880	29,678	33,344	35,786	39,898	44,834	45,048
Women	20,617	22,470	23,885	26,813	28,680	31,820	35,704	35,865
				Public 2-year				
All institutions	22,218	24,238	25,613	27,864	29,590	32,209	35,516	37,064
Academic rank								
Professor	27,025	29,455	31,175	33,805	36,418	39,443	44,394	45,412
Associate professor	22,991	24,991	26,390	28,937	30,733	33,902	36,978	38,040
Assistant professor	19,393	21,032	22,318	24,473	26,162	28,523	31,634	32,671
Instructor	15,966	17,222	18,523	20,674	22,818	24,661	26,621	28,637
Lecturer	16,884	18,519	20,255	22,311	23,500	25,627	29,083	28,732
No academic rank	22,888	24,978	26,204	28,242	29,712	32,148	35,262	37,086
Sex								
Men	23,001	25,126	26,566	28,891	30,758	33,477	37,082	38,786
Women	20,812	22,669	23,952	26,172	27,693	30,228	33,307	34,741
				Private 4-year				
All institutions	22,447	24,695	26,896	30,247	31,732	35,355	39,817	42,183
Academic rank								
Professor	30,172	33,269	36,072	40,409	42,260	47,126	52,858	56,107
Associate professor	21,967	24,070	26,045	29,049	30,486	33,739	37,921	40,064
Assistant professor	17,837	19,526	21,155	23,757	24,987	27,845	31,365	33,208
Instructor	14,390	15,664	16,985	18,726	19,483	21,645	24,361	25,095
Lecturer	16,290	18,188	20,656	22,018	23,574	25,793	30,041	31,020
No academic rank	16,654	17,721	19,297	21,083	23,394	26,190	28,756	31,140
Sex								
Men	23,726	26,174	28,521	32,278	33,900	37,817	42,595	47,155
Women	18,414	20,123	21,924	24,560	25,889	28,946	33,010	37,557
				Private 2-year				
All institutions	15,112	15,950	16,623	18,510	19,436	21,867	24,601	24,017
Academic rank								
Professor	18,807	21,404	21,106	23,580	24,519	26,796	30,469	29,535
Associate professor	18,047	20,112	20,146	2/	22,291	24,288	26,366	26,434
Assistant professor	14,710	16,271	17,392	18,440	19,297	21,481	24,788	24,582
Instructor	12,163	13,606	13,967	15,685	16,419	18,613	22,334	20,868
Lecturer	2/	2/	2/	2/	2/	2/	2/	2/
No academic rank	15,082	14,887	15,941	18,186	18,783	21,169	23,447	23,046
Sex								
Men	16,231	16,978	17,440	19,460	20,412	22,641	25,219	25,903
Women	13,828	14,882	15,797	17,575	18,504	21,215	24,002	22,498

1/Data revised from previously published data.
2/The number of faculty reported in this category was too small to compute an average salary.

NOTE: The data for the 1983-84 academic year were not edited; thus, they could not be analyzed. Data were not collected in the 1986-87 or 1988-89 academic years.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" 1987-88, 1989-90 and 1990-91 surveys and the HEGIS "Salaries, Tenure, and Fringe Benefits of Full-time Instructional Faculty" surveys 1979-1985.

Table 5.--Consumer Price Index (CPI) factors: 1980-81 through 1990-91

Fiscal year	CPI factor*
	(1990-91=1.000)
1990-91	1.000
1989-90	1.055
1987-88	1.156
1986-87	1.204
1985-86	1.231
1984-85	1.266
1983-84	1.316
1982-83	1.364
1981-82	1.423
1980-81	1.546

*The factors used to convert current dollars to constant 1990-91 dollars.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Consumer Price Index for July 1-June 30.

Table 6.--Fringe Benefits of Full-Time Instructional Faculty on 9-and 10-month and 11- and 12-month salary contracts in institutions of higher education: 50 states and the District of Columbia, Academic year 1990-91

Fringe Benefits	Faculty on 9/10-month contracts		Faculty on 11/12-month contracts	
	Expenditures (in whole dollars)	Number covered	Expenditures (in whole dollars)	Number covered
Retirement plans (other than Social Security)				
Vested within 5 years	$929,059,212	221,089	$160,823,729	31,949
Vested after 5 years	496,036,517	112,539	103,295,088	20,131
Medical/Dental plans	892,450,785	331,947	127,922,740	50,968
Guaranteed Disability income protection	741,751,672	215,215	6,710,261	30,240
Tuition plan	105,143,987	51,610	10,865,649	5,887
Housing plan	3,758,857	1,280	3,668,172	730
Social Security Taxes	875,460,318	299,889	151,905,156	47,650
Unemployment Compensation	29,530,197	251,414	4,999,216	35,363
Group Life Insurance	53,559,259	295,293	9,061,643	42,690
Worker's Compensation	84,156,152	290,887	13,316,671	42,184
Other Benefits in kind with cash options	24,024,283	38,826	5,262,587	6,437
Total	4,234,931,239		597,830,912	

SOURCE: U.S. Department of Education, National Center for Education Statistics, Intergrated Postsecondary Education Data System (IPEDS), "Salaries, Tenure and Fringe Benefits 1990-91" survey.

Table 7.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	42,147	55,527	41,388	34,420	26,372	30,118	36,380
Alabama	36,069	49,097	37,924	32,120	24,626	27,607	33,051
Alaska	43,486	57,519	48,273	38,193	31,690	---	31,793
Arizona	43,425	58,870	43,700	37,374	23,804	29,794	39,413
Arkansas	33,234	43,208	35,108	30,203	23,402	18,014	27,274
California	51,363	63,544	46,707	39,027	33,900	37,861	46,698
Colorado	40,733	51,942	40,288	34,808	25,728	26,393	29,477
Connecticut	49,242	62,350	45,300	37,355	29,982	37,212	20,680
Delaware	42,899	58,993	44,212	35,301	26,023	24,114	37,175
District of Columbia	47,876	63,244	45,032	36,893	29,057	32,526	24,301
Florida	37,800	48,348	38,013	32,816	30,248	29,908	31,069
Georgia	37,752	50,240	38,026	32,448	24,403	28,488	34,452
Hawaii	41,887	54,785	41,104	36,525	27,470	---	38,447
Idaho	34,539	42,536	35,683	32,245	26,787	---	27,963
Illinois	42,416	56,275	41,028	34,899	25,405	24,861	39,407
Indiana	39,921	53,488	40,019	33,357	23,002	26,988	25,488
Iowa	39,912	53,312	41,113	33,485	25,496	29,219	30,600
Kansas	35,457	46,980	36,092	30,492	23,028	22,625	30,736
Kentucky	35,213	45,303	35,547	30,564	23,738	22,798	21,884
Louisiana	37,103	49,527	38,844	32,288	24,387	18,233	28,260
Maine	38,737	50,971	39,320	32,853	25,128	31,447	31,161
Maryland	43,756	56,975	43,478	36,004	27,812	29,613	30,648
Massachusetts	48,055	60,726	44,467	37,256	29,009	37,415	29,149
Michigan	40,642	54,443	41,565	35,071	25,425	28,101	32,483
Minnesota	41,718	53,442	40,458	33,495	26,384	26,592	39,597
Mississippi	31,688	43,886	34,827	30,375	21,422	18,848	27,956
Missouri	37,659	48,970	38,175	32,803	25,224	21,755	29,552
Montana	32,648	39,783	32,686	28,716	22,897	26,187	25,848
Nebraska	37,384	50,562	38,534	33,376	24,512	19,620	27,302
Nevada	42,057	54,518	45,080	37,509	32,424	29,579	35,748
New Hampshire	40,764	51,829	38,665	32,725	26,112	23,776	19,964
New Jersey	47,577	62,369	46,516	36,984	29,372	32,010	42,214
New Mexico	36,398	47,771	37,352	32,488	25,524	26,927	28,390
New York	47,192	60,894	45,518	36,723	28,137	34,535	32,417
North Carolina	39,159	52,683	40,135	33,267	27,729	27,593	28,035
North Dakota	32,523	42,354	34,863	30,345	25,976	23,998	27,161
Ohio	42,217	55,403	41,890	34,316	26,254	22,666	31,404
Oklahoma	36,219	47,168	38,703	33,339	26,940	22,874	29,931
Oregon	35,692	45,215	35,827	30,554	24,599	20,879	33,621
Pennsylvania	43,290	56,822	42,351	34,858	27,008	27,515	29,955
Rhode Island	47,055	57,809	43,412	35,831	29,669	31,973	40,870
South Carolina	35,543	48,349	38,040	31,174	23,143	29,697	27,026
South Dakota	32,122	40,311	32,207	28,421	22,225	21,144	26,403
Tennessee	37,813	49,356	37,339	31,681	23,441	26,147	23,180
Texas	38,803	52,888	39,496	33,601	25,842	25,956	33,086
Utah	37,664	48,465	36,494	31,492	25,120	24,160	27,998
Vermont	37,841	51,174	38,869	31,494	26,556	30,483	28,337
Virginia	42,761	55,763	42,341	34,575	27,430	32,259	25,268
Washington	38,825	51,136	38,430	33,296	26,354	31,800	33,319
West Virginia	33,930	42,706	35,056	28,584	22,259	21,749	---
Wisconsin	40,695	52,107	39,421	34,254	25,862	28,564	37,899
Wyoming	35,583	49,198	38,529	33,901	23,946	20,596	28,947

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 8.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in public higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$42,310	$55,361	$42,091	$35,129	$26,988	$29,915	$36,981
Alabama	37,085	51,324	39,317	33,467	25,699	27,607	33,272
Alaska	44,567	57,519	48,895	38,606	31,831	---	33,754
Arizona	44,008	59,957	44,293	38,030	24,399	29,794	39,768
Arkansas	33,707	45,655	36,049	30,880	23,744	18,014	26,983
California	52,007	63,911	47,902	40,150	37,263	37,893	47,022
Colorado	40,465	51,798	40,324	34,722	25,548	23,658	29,466
Connecticut	49,267	59,371	46,783	38,384	31,045	40,103	---
Delaware	43,309	60,586	43,969	35,558	25,899	24,356	37,175
District of Columbia	45,057	55,281	44,549	35,927	30,797	---	---
Florida	38,365	48,909	38,621	34,528	31,556	34,406	31,129
Georgia	38,445	51,013	38,955	33,270	25,083	35,880	39,766
Hawaii	44,253	59,939	45,457	39,116	29,831	---	38,462
Idaho	35,991	42,673	35,704	32,245	26,787	---	30,119
Illinois	41,615	53,867	40,904	34,794	22,623	24,767	40,075
Indiana	39,834	54,811	40,948	33,625	22,528	27,590	24,487
Iowa	43,163	60,447	45,668	37,336	26,323	---	30,682
Kansas	37,354	49,629	38,010	32,486	24,372	22,799	31,433
Kentucky	36,722	47,075	36,762	31,667	24,347	22,986	27,712
Louisiana	36,173	48,053	37,933	32,290	24,326	17,141	27,967
Maine	38,665	50,110	39,811	33,735	24,493	31,720	31,495
Maryland	44,120	56,002	44,152	36,615	27,971	29,899	22,628
Massachusetts	43,709	50,057	42,220	34,429	27,264	34,627	30,698
Michigan	42,015	57,439	43,439	36,663	26,490	28,044	32,711
Minnesota	43,589	55,616	42,683	35,203	26,235	---	39,762
Mississippi	31,463	43,350	34,948	30,691	21,720	18,848	28,195
Missouri	38,135	48,932	39,474	33,881	26,441	20,911	30,125
Montana	33,559	40,326	33,424	29,734	23,106	26,187	26,628
Nebraska	38,745	52,850	40,393	35,340	25,510	16,468	27,302
Nevada	42,134	54,617	45,160	37,551	32,424	29,579	36,018
New Hampshire	39,798	46,469	38,949	32,993	28,144	23,776	28,000
New Jersey	47,834	61,868	47,811	37,897	30,698	34,740	45,824
New Mexico	36,666	47,939	37,589	32,715	25,524	26,927	26,843
New York	48,364	60,761	47,407	37,893	29,401	36,323	---
North Carolina	40,985	56,374	42,659	36,175	34,642	27,670	28,286
North Dakota	33,410	42,931	35,456	30,792	26,722	23,998	29,323
Ohio	44,531	58,713	44,157	36,101	27,736	23,086	33,048
Oklahoma	36,053	47,227	39,148	33,872	27,608	23,442	30,359
Oregon	35,622	45,051	36,229	31,166	24,669	21,376	33,810
Pennsylvania	43,455	55,742	43,214	35,368	27,721	27,212	34,908
Rhode Island	44,210	51,217	41,931	34,818	31,558	---	---
South Carolina	37,003	51,885	39,747	33,378	24,049	30,052	27,168
South Dakota	33,590	41,359	33,491	29,685	22,221	27,791	18,628
Tennessee	38,836	49,903	38,403	32,938	24,172	30,421	25,734
Texas	38,516	53,099	39,757	33,936	26,418	25,695	33,275
Utah	35,924	47,361	34,749	30,818	24,689	23,600	27,916
Vermont	40,892	53,571	40,705	31,355	24,958	29,798	34,752
Virginia	44,668	58,265	43,965	36,249	28,428	33,775	25,923
Washington	39,335	53,019	39,592	34,973	26,926	32,160	33,408
West Virginia	34,867	44,061	35,804	29,062	22,065	21,813	---
Wisconsin	41,530	53,264	39,894	35,476	28,795	28,649	37,964
Wyoming	35,583	49,198	38,529	33,901	23,946	20,596	28,947

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 9.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in private higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$41,743	$55,893	$39,925	$33,088	$24,865	$30,832	$28,458
Alabama	30,763	40,648	31,624	27,007	20,126	---	27,807
Alaska	29,948	---	30,950	27,994	27,340	---	30,431
Arizona	31,671	40,733	35,791	27,783	20,635	---	18,790
Arkansas	30,976	36,166	31,024	26,969	21,167	---	43,128
California	48,295	61,989	44,220	36,572	28,276	37,608	34,498
Colorado	42,974	53,005	40,057	35,449	27,424	28,918	34,041
Connecticut	49,213	66,180	43,312	36,355	28,741	34,518	20,680
Delaware	40,069	46,294	45,347	33,626	26,741	22,852	---
District of Columbia	48,393	64,720	45,121	37,087	28,804	32,526	24,301
Florida	35,787	46,478	36,304	29,509	22,444	25,331	27,862
Georgia	35,735	48,421	34,977	29,639	22,270	24,422	27,930
Hawaii	26,068	29,782	25,974	24,016	19,463	---	29,792
Idaho	26,967	31,398	28,723	---	---	---	26,867
Illinois	43,936	59,489	41,172	35,018	27,987	25,594	29,585
Indiana	40,119	50,832	38,339	32,795	24,997	20,438	35,520
Iowa	34,094	42,283	34,014	29,133	24,056	29,219	27,461
Kansas	24,852	30,163	26,308	23,504	20,137	19,919	19,145
Kentucky	29,550	37,929	30,603	26,130	21,888	20,200	21,001
Louisiana	41,360	55,509	41,922	32,282	24,982	23,333	34,890
Maine	38,898	52,569	38,041	31,552	26,020	27,903	26,196
Maryland	42,347	61,032	39,893	33,600	26,823	27,993	31,334
Massachusetts	50,434	68,755	45,660	38,346	29,935	37,978	28,775
Michigan	33,684	41,914	33,525	28,357	23,071	32,373	29,354
Minnesota	37,187	47,876	36,770	31,016	26,628	26,592	27,961
Mississippi	33,268	46,320	34,444	28,835	19,529	---	15,520
Missouri	36,622	49,041	35,402	30,689	23,000	23,494	25,527
Montana	26,101	33,082	27,317	23,387	20,009	---	23,027
Nebraska	32,879	42,301	34,208	28,507	21,926	24,348	---
Nevada	27,610	40,388	25,311	27,138	---	---	16,218
New Hampshire	41,988	59,303	38,146	32,498	24,453	---	19,677
New Jersey	46,950	63,318	42,315	34,714	25,050	28,690	36,963
New Mexico	30,949	34,053	29,247	25,048	---	---	32,668
New York	45,874	61,052	43,353	35,577	26,415	29,091	32,417
North Carolina	35,222	46,179	34,804	28,729	23,023	26,355	25,369
North Dakota	25,194	34,504	29,515	26,460	20,942	---	17,872
Ohio	36,639	47,816	35,902	30,447	23,416	20,413	18,519
Oklahoma	36,945	46,997	37,539	31,089	21,473	15,108	22,230
Oregon	35,983	45,619	34,793	29,083	23,912	20,524	22,448
Pennsylvania	43,097	58,083	41,270	34,348	25,852	27,899	22,270
Rhode Island	49,161	63,462	44,597	36,668	29,053	31,973	40,870
South Carolina	30,584	38,863	31,807	26,228	21,310	20,113	25,322
South Dakota	27,442	35,159	27,944	24,735	22,240	17,156	26,741
Tennessee	35,490	48,088	34,565	29,191	21,123	23,827	23,010
Texas	40,096	52,271	38,560	32,438	23,204	27,264	21,523
Utah	41,067	50,111	39,780	32,913	26,650	26,480	28,351
Vermont	35,077	48,111	36,483	31,617	26,853	34,059	27,464
Virginia	36,167	47,115	35,847	29,767	22,890	27,800	24,832
Washington	36,647	44,693	36,241	30,627	25,405	23,518	16,217
West Virginia	28,545	33,939	29,962	25,937	22,812	20,461	---
Wisconsin	36,320	45,692	38,019	31,136	22,396	24,243	30,309
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 10.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$43,670	$56,471	$41,784	$34,641	$25,746	$30,234	$31,495
Alabama	36,995	49,097	37,924	32,120	24,626	27,607	*
Alaska	43,486	57,519	48,273	38,193	31,690	0	31,793
Arizona	45,004	58,870	43,700	37,374	23,804	29,794	22,758
Arkansas	34,281	43,358	35,415	30,474	23,660	18,014	25,442
California	53,688	63,792	46,784	38,810	30,475	37,861	35,995
Colorado	43,224	52,364	40,740	35,072	26,125	26,393	29,414
Connecticut	50,434	64,306	45,579	37,569	29,604	37,317	27,900
Delaware	43,636	58,993	44,212	35,301	26,023	24,114	0
District of Columbia	47,876	63,244	45,032	36,893	29,057	32,526	24,301
Florida	41,089	52,607	39,001	33,451	25,082	30,390	29,837
Georgia	38,948	51,048	38,564	32,970	24,179	28,729	33,705
Hawaii	43,246	54,765	41,104	36,525	27,470	---	38,525
Idaho	36,120	42,885	35,824	32,505	26,994	---	28,065
Illinois	43,326	56,286	41,051	34,940	25,412	24,861	31,645
Indiana	41,400	54,236	40,274	33,602	22,754	26,988	39,463
Iowa	42,003	54,145	41,584	33,696	25,046	29,219	27,461
Kansas	37,083	47,286	36,228	30,542	22,953	22,625	18,129
Kentucky	36,710	46,071	36,674	31,454	23,844	22,798	25,569
Louisiana	37,596	49,846	39,191	32,499	24,307	18,233	23,156
Maine	39,897	51,359	39,395	32,901	25,387	31,447	25,846
Maryland	45,042	61,001	44,703	37,027	27,974	30,118	30,961
Massachusetts	49,857	64,243	45,600	38,091	30,249	37,415	30,053
Michigan	43,694	54,609	42,055	35,718	25,539	28,153	31,767
Minnesota	42,288	53,457	40,462	33,564	26,386	26,592	9,144
Mississippi	33,928	43,886	34,955	30,441	21,499	18,848	---
Missouri	38,238	49,160	37,952	32,812	25,077	21,755	26,994
Montana	33,526	39,960	32,874	28,865	23,505	26,187	---
Nebraska	38,984	50,562	38,534	33,376	24,512	19,620	18,601
Nevada	43,706	57,345	45,080	37,509	39,520	29,579	24,000
New Hampshire	42,395	55,848	39,988	33,065	27,133	23,776	23,889
New Jersey	49,318	64,084	46,979	37,160	26,834	34,889	54,299
New Mexico	38,924	48,840	37,847	33,032	24,575	28,068	31,902
New York	48,179	62,682	45,976	36,954	28,229	34,605	33,066
North Carolina	40,638	53,004	40,366	33,383	28,118	27,593	31,846
North Dakota	33,451	42,354	35,088	30,470	25,621	23,998	17,273
Ohio	43,602	56,423	42,269	34,559	25,843	23,794	22,955
Oklahoma	37,833	47,237	38,776	33,473	27,170	22,874	22,477
Oregon	36,795	45,527	36,133	30,554	24,211	20,879	22,248
Pennsylvania	44,208	58,290	42,967	35,075	27,319	28,500	31,193
Rhode Island	48,156	60,210	44,067	36,680	30,016	31,973	40,870
South Carolina	38,145	48,692	38,355	31,385	23,379	29,697	28,363
South Dakota	32,134	40,311	32,207	28,421	22,225	21,144	26,741
Tennessee	39,253	50,063	38,351	32,081	22,866	26,352	23,233
Texas	41,075	54,020	39,917	33,709	24,684	25,977	23,710
Utah	39,571	49,217	37,601	31,996	25,450	24,160	28,855
Vermont	39,097	52,343	39,356	32,343	26,791	30,483	30,772
Virginia	44,532	57,575	43,572	35,117	27,072	32,259	22,671
Washington	41,732	51,136	38,430	33,296	26,354	31,800	35,339
West Virginia	34,575	43,375	35,466	28,948	22,772	22,345	---
Wisconsin	42,108	52,302	39,720	34,455	25,880	28,564	30,309
Wyoming	42,133	51,005	40,055	36,298	35,868	20,596	---

*The number of faculty in this category was too small to compute an average salary.

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 11.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$36,574	$44,901	$37,600	$32,171	$37,619	$24,270	$36,734
Alabama	33,021	---	---	---	---	---	33,021
Alaska	---	---	---	---	---	---	---
Arizona	40,316	---	---	---	---	---	40,315
Arkansas	26,506	25,174	24,188	24,564	17,344	---	27,342
California	46,883	51,386	43,403	44,223	39,132	---	47,015
Colorado	29,606	36,145	30,629	27,495	23,576	---	29,480
Connecticut	42,153	50,354	42,895	36,139	30,712	35,525	20,229
Delaware	37,175	---	---	---	---	---	37,175
District of Columbia	---	---	---	---	---	---	---
Florida	32,254	35,249	33,061	29,351	32,922	16,778	31,086
Georgia	30,902	36,885	34,151	29,039	24,889	24,995	34,552
Hawaii	38,436	---	---	---	---	---	38,436
Idaho	28,334	34,478	31,473	27,557	23,575	---	27,923
Illinois	39,745	29,975	29,047	22,366	19,549	---	39,817
Indiana	27,095	36,939	31,973	28,013	24,457	---	24,535
Iowa	30,662	35,339	30,135	28,369	27,911	---	30,682
Kansas	30,847	34,105	30,793	27,601	24,289	---	30,904
Kentucky	27,893	37,894	30,156	25,182	23,593	---	16,235
Louisiana	29,930	38,025	32,941	28,815	25,203	---	28,564
Maine	30,935	19,444	19,559	20,139	*	---	31,518
Maryland	40,217	48,525	40,159	32,587	27,507	22,909	14,082
Massachusetts	34,835	40,414	32,380	28,863	25,901	---	27,554
Michigan	32,580	41,747	37,348	31,204	25,118	18,425	32,530
Minnesota	39,216	37,651	40,016	30,668	26,332	---	39,644
Mississippi	27,856	---	21,351	21,432	16,976	---	27,956
Missouri	34,517	47,125	40,379	32,617	27,983	---	29,880
Montana	24,313	*	*	*	*	---	25,848
Nebraska	27,393	---	---	---	---	---	27,393
Nevada	36,323	41,986	---	---	32,022	---	35,829
New Hampshire	29,082	33,100	27,781	25,263	19,303	---	17,898
New Jersey	41,383	52,505	44,964	36,328	31,288	17,874	21,670
New Mexico	27,768	32,985	31,906	28,956	25,853	25,548	26,923
New York	42,816	53,210	43,063	35,603	28,002	34,184	21,488
North Carolina	26,201	31,466	26,368	24,519	20,945	---	26,150
North Dakota	28,601	---	32,835	28,296	27,456	---	28,100
Ohio	34,616	43,576	38,777	32,812	27,430	21,968	31,792
Oklahoma	30,044	33,370	29,020	26,474	22,740	---	30,300
Oregon	33,724	37,860	32,692	30,564	27,235	---	33,852
Pennsylvania	36,323	44,307	37,805	32,406	25,640	19,867	29,852
Rhode Island	37,706	42,978	34,453	29,050	24,376	---	---
South Carolina	27,170	34,992	30,929	24,246	19,758	---	27,022
South Dakota	18,628	---	---	---	---	---	18,628
Tennessee	30,009	36,531	33,311	29,246	24,484	20,826	23,041
Texas	33,368	40,290	35,851	32,680	27,588	22,628	33,180
Utah	28,583	33,391	30,931	28,288	24,677	---	27,853
Vermont	27,068	37,342	31,435	25,602	25,460	---	19,083
Virginia	35,253	42,256	37,275	32,642	28,120	---	27,866
Washington	33,156	---	---	---	---	---	33,156
West Virginia	27,099	34,694	29,339	24,312	19,536	19,664	---
Wisconsin	37,699	43,490	36,246	30,058	25,553	---	37,964
Wyoming	28,930	34,048	34,576	27,447	23,296	---	28,947

---Data not applicable.

*The number of faculty reported in this category were too small to yeild reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

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Table 12.–Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year public higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$44,497	$56,658	$42,732	$35,511	$26,129	$29,997	$32,307
Alabama	38,481	51,324	39,317	33,467	25,699	27,607	*
Alaska	44,567	57,519	48,895	38,606	31,831	33,754	33,754
Arizona	45,918	59,957	44,293	38,030	24,399	29,794	23,426
Arkansas	34,960	45,727	36,333	31,151	23,812	18,014	25,442
California	55,380	64,155	47,917	39,787	32,066	37,893	42,326
Colorado	43,262	52,275	40,850	35,020	25,959	23,658	29,188
Connecticut	51,222	62,305	47,562	38,958	30,040	40,739	---
Delaware	44,231	60,586	43,969	35,558	25,899	24,356	---
District of Columbia	45,057	55,281	44,549	35,927	30,797	---	---
Florida	43,655	55,305	40,240	36,120	27,000	35,736	24,880
Georgia	39,909	51,997	39,733	34,006	24,952	38,298	---
Hawaii	47,053	59,939	45,457	39,116	29,831	---	38,647
Idaho	36,649	43,033	35,846	32,505	26,994	---	28,948
Illinois	42,447	53,867	40,904	34,794	22,623	24,767	24,024
Indiana	41,975	55,966	41,374	34,014	22,087	27,590	---
Iowa	47,944	62,120	46,603	37,789	25,773	47,944	---
Kansas	39,869	50,058	38,234	32,596	24,380	22,799	---
Kentucky	38,818	48,242	38,515	32,931	25,174	22,986	27,712
Louisiana	36,705	48,401	38,321	32,547	24,229	17,141	22,541
Maine	40,122	50,110	39,811	33,735	24,493	31,720	18,419
Maryland	46,028	60,952	46,006	38,240	28,248	30,527	22,112
Massachusetts	46,965	54,551	44,719	36,137	28,209	34,627	---
Michigan	46,407	57,693	44,335	37,841	27,375	28,096	27,104
Minnesota	44,975	55,625	42,723	35,252	26,181	---	---
Mississippi	33,717	43,350	34,948	30,691	21,720	18,848	---
Missouri	39,031	49,135	39,254	33,893	26,252	20,911	31,693
Montana	34,404	40,520	33,644	29,918	23,766	26,187	---
Nebraska	41,233	52,850	40,393	35,340	25,510	16,468	18,601
Nevada	43,777	57,490	45,160	37,551	39,520	29,579	---
New Hampshire	41,977	52,290	41,196	33,490	29,320	23,776	28,000
New Jersey	50,329	64,494	48,948	38,459	27,408	37,797	53,082
New Mexico	39,437	49,035	38,122	33,316	24,575	28,068	24,898
New York	50,914	64,593	49,042	38,861	30,965	36,907	---
North Carolina	43,035	56,374	42,659	36,175	34,642	27,670	---
North Dakota	34,391	42,931	35,782	30,964	26,512	23,998	---
Ohio	47,142	60,661	45,099	36,934	27,936	26,161	---
Oklahoma	37,921	47,320	39,213	33,943	27,630	23,442	25,971
Oregon	37,147	45,488	36,727	31,206	24,247	21,376	21,247
Pennsylvania	44,618	58,031	44,245	35,619	27,665	28,554	30,415
Rhode Island	46,351	54,779	43,286	36,698	33,952	---	---
South Carolina	40,541	52,146	40,026	33,509	24,046	30,052	---
South Dakota	33,607	41,359	33,491	29,685	22,221	27,791	---
Tennessee	41,089	50,613	40,250	33,813	23,772	31,550	---
Texas	41,351	54,694	40,353	34,130	25,312	25,718	30,382
Utah	38,483	48,566	36,050	31,451	24,704	23,600	---
Vermont	42,272	54,647	41,294	33,172	27,151	29,798	34,752
Virginia	47,650	61,146	46,120	37,706	28,648	33,775	26,156
Washington	43,780	53,019	39,592	34,973	26,926	32,160	36,767
West Virginia	35,610	44,756	36,313	29,534	22,645	22,467	---
Wisconsin	43,894	53,527	40,368	35,844	29,155	28,649	---
Wyoming	42,133	51,005	40,055	36,298	35,868	20,596	---

*The number of faculty reported in this category was too small to compute an average salary.

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 13.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 2-year public higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$37,064	$45,412	$38,040	$32,671	$28,637	$28,732	$37,086
Alabama	33,240	---	---	---	---	---	33,240
Alaska	---	---	---	---	---	---	---
Arizona	40,478	---	---	---	---	---	40,478
Arkansas	26,811	32,756	26,331	25,813	21,258	---	27,042
California	47,122	53,497	47,402	47,181	43,292	---	47,041
Colorado	29,606	36,145	30,629	27,495	23,576	---	29,480
Connecticut	43,335	50,458	43,185	36,863	31,830	35,525	---
Delaware	37,175	---	---	---	---	---	37,175
District of Columbia	---	---	---	---	---	---	---
Florida	32,294	35,249	33,061	29,351	32,922	16,778	31,165
Georgia	31,709	38,291	34,628	29,473	25,284	24,995	39,766
Hawaii	38,436	---	---	---	---	---	38,436
Idaho	30,532	34,478	31,473	27,557	23,575	---	30,577
Illinois	40,239	---	---	---	---	---	40,239
Indiana	27,169	37,476	32,182	28,013	24,675	---	24,487
Iowa	30,745	35,730	30,287	29,422	28,030	---	30,682
Kansas	31,337	34,105	30,793	27,601	24,289	---	31,433
Kentucky	28,463	38,078	30,210	25,447	23,662	---	---
Louisiana	29,878	38,025	32,941	28,815	25,203	---	28,218
Maine	31,775	---	---	---	---	---	31,775
Maryland	40,313	48,561	40,205	32,606	27,555	22,909	30,884
Massachusetts	35,873	40,742	32,647	29,462	26,824	---	30,698
Michigan	32,793	41,747	37,348	31,204	25,118	18,425	32,816
Minnesota	39,536	40,000	39,755	33,256	27,498	---	39,762
Mississippi	28,195	---	---	---	---	---	28,195
Missouri	34,915	47,653	40,971	33,706	29,171	---	30,108
Montana	24,641	2,257	*	*	*	---	26,628
Nebraska	27,393	---	---	---	---	---	27,393
Nevada	36,434	41,986	---	---	32,022	---	36,018
New Hampshire	30,582	33,100	27,781	26,426	20,210	---	---
New Jersey	42,030	52,743	45,125	36,532	32,091	23,575	24,050
New Mexico	27,768	32,985	31,906	28,956	25,853	25,548	26,923
New York	43,373	53,459	43,390	35,975	28,581	34,257	---
North Carolina	26,141	---	---	---	---	---	26,141
North Dakota	29,438	---	32,835	28,296	27,456	---	29,323
Ohio	34,951	43,576	38,797	32,823	27,431	21,968	33,048
Oklahoma	30,342	33,370	30,380	29,196	26,967	---	30,822
Oregon	33,724	37,860	32,692	30,564	27,235	---	33,852
Pennsylvania	38,392	45,373	39,007	33,831	27,909	21,282	35,387
Rhode Island	37,706	42,978	34,453	29,050	24,376	---	---
South Carolina	27,649	40,403	33,431	28,594	24,143	---	27,168
South Dakota	18,628	---	---	---	---	---	18,628
Tennessee	30,509	39,384	33,499	29,567	24,647	20,826	25,734
Texas	33,439	40,290	35,851	32,680	27,588	22,628	33,280
Utah	28,606	33,391	30,931	28,288	24,677	---	27,916
Vermont	27,546	36,767	31,277	23,607	21,303	---	---
Virginia	35,361	42,256	37,289	32,708	28,120	---	22,420
Washington	33,156	---	---	---	---	---	33,156
West Virginia	27,610	36,090	29,533	24,356	19,001	19,664	---
Wisconsin	37,699	43,490	36,246	30,058	25,553	---	37,964
Wyoming	28,930	34,048	34,576	27,447	23,296	---	28,947

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 14.--Average salaries of full-time instructional faculty, on 9- and 10-month contracts, in 4-year private higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$42,183	$56,107	$40,064	$33,208	$25,095	$31,020	$31,140
Alabama	30,947	40,648	31,624	27,007	20,126	---	---
Alaska	29,948	---	30,950	27,994	27,340	---	30,431
Arizona	32,438	40,733	35,791	27,783	20,635	---	20,160
Arkansas	31,410	36,468	31,455	27,333	22,545	---	---
California	48,804	62,277	44,469	36,736	28,481	37,608	35,015
Colorado	42,974	53,005	40,057	35,449	27,424	28,918	34,041
Connecticut	49,717	66,244	43,383	36,560	29,360	34,518	27,900
Delaware	40,069	46,294	45,347	33,626	26,741	22,852	---
District of Columbia	48,393	64,720	45,121	37,087	28,804	32,526	24,301
Florida	35,881	46,478	36,304	29,509	22,444	25,331	33,336
Georgia	36,501	48,928	35,239	29,908	22,594	24,422	33,705
Hawaii	26,068	29,782	25,974	24,016	19,463	---	29,792
Idaho	27,890	31,398	28,723	---	---	---	27,616
Illinois	44,388	59,518	41,223	35,106	28,008	25,594	33,422
Indiana	40,268	50,962	38,372	32,795	25,186	20,438	39,463
Iowa	34,196	42,426	34,091	29,217	24,082	29,219	27,461
Kansas	25,263	30,163	26,308	23,504	20,137	19,919	18,129
Kentucky	30,086	38,018	30,657	26,348	21,948	20,200	24,973
Louisiana	41,362	55,509	41,922	32,282	24,982	23,333	25,000
Maine	39,463	53,759	38,296	31,657	26,686	27,903	29,222
Maryland	42,484	61,122	39,972	33,623	26,934	27,993	31,683
Massachusetts	51,004	69,231	45,978	38,668	30,621	37,978	30,053
Michigan	34,078	41,914	33,525	28,357	23,071	32,373	33,545
Minnesota	37,351	47,897	36,759	31,118	26,718	26,592	9,144
Mississippi	34,888	46,320	34,978	29,166	19,894	---	---
Missouri	36,860	49,201	35,492	30,792	23,018	23,494	26,562
Montana	26,680	33,082	27,317	23,387	20,009	---	---
Nebraska	32,879	42,301	34,208	28,507	21,926	24,348	---
Nevada	31,445	40,388	25,311	27,138	---	---	24,000
New Hampshire	42,839	59,303	38,146	32,724	25,343	---	23,432
New Jersey	47,557	63,477	42,446	34,844	26,188	31,758	57,219
New Mexico	30,949	34,053	29,247	25,048	---	---	32,668
New York	46,120	61,185	43,464	35,700	26,860	29,123	33,066
North Carolina	35,798	46,812	35,261	28,874	23,232	26,355	24,448
North Dakota	26,250	34,504	29,515	26,460	20,942	---	17,273
Ohio	36,832	47,816	35,908	30,450	23,416	20,413	22,955
Oklahoma	37,535	46,997	37,632	31,441	22,596	15,108	21,911
Oregon	35,983	45,619	34,793	29,083	23,912	20,524	22,448
Pennsylvania	43,805	58,541	41,653	34,597	26,829	28,443	33,721
Rhode Island	49,161	63,462	44,597	36,668	29,053	31,973	40,870
South Carolina	31,510	39,327	32,251	26,571	21,902	20,113	28,363
South Dakota	27,442	35,159	27,944	24,735	22,240	17,156	26,741
Tennessee	35,883	48,836	34,714	29,323	21,255	23,827	23,233
Texas	40,273	52,271	38,560	32,438	23,204	27,264	22,042
Utah	41,157	50,111	39,780	32,913	26,650	26,480	28,855
Vermont	36,154	49,266	36,819	31,712	26,742	34,059	30,063
Virginia	36,269	47,115	35,860	29,796	22,890	27,800	12,215
Washington	36,647	44,693	36,241	30,627	25,405	23,518	16,217
West Virginia	28,904	34,662	30,069	25,974	23,131	20,461	---
Wisconsin	36,320	45,692	38,019	31,136	22,396	24,243	30,309
Wyoming	---	---	---	---	---	---	---

---Data not applicable.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 15.--Total Full-time instructional faculty on 9- and 10-month contracts, in higher education institutions, by academic rank and state: Academic year 1990-91

State	All ranks	Professors	Associate professors	Assistant professors	Instructor	Lecturer	No Academic Rank
50 States and D.C.	379,373	114,315	90,593	90,841	22,739	7,790	53,095
Alabama	5,942	1,146	1,226	1,582	561	42	1,385
Alaska	757	139	231	231	95	0	61
Arizona	4,823	1,061	931	828	133	158	1,712
Arkansas	2,957	729	694	786	392	23	333
California	37,763	13,626	5,269	5,101	604	742	12,421
Colorado	5,391	1,844	1,299	1,147	199	50	852
Connecticut	5,594	2,290	1,442	1,502	258	85	17
Delaware	1,288	314	363	345	88	31	147
District of Columbia	3,352	1,177	969	940	205	35	26
Florida	13,038	3,697	2,934	2,749	1,428	113	2,117
Georgia	7,648	1,945	2,184	2,485	807	31	196
Hawaii	1,829	433	367	338	101	0	590
Idaho	1,517	409	340	343	66	0	359
Illinois	17,811	4,710	3,601	3,692	781	283	4,744
Indiana	8,985	2,708	2,378	2,552	479	273	595
Iowa	5,255	1,558	1,118	1,391	433	5	750
Kansas	4,659	1,205	915	1,108	252	33	1,146
Kentucky	5,249	1,512	1,481	1,516	590	74	76
Louisiana	6,006	1,522	1,546	1,973	877	17	71
Maine	1,923	494	530	540	77	28	254
Maryland	6,613	2,092	1,807	1,849	449	200	216
Massachusetts	15,571	6,139	4,248	3,832	554	541	257
Michigan	14,193	3,887	3,127	3,088	607	379	3,105
Minnesota	7,286	2,190	1,658	1,716	432	9	1,281
Mississippi	3,920	670	637	821	353	11	1,428
Missouri	7,215	2,079	1,718	2,016	574	98	730
Montana	1,342	427	339	374	74	8	120
Nebraska	2,767	710	642	800	219	10	386
Nevada	1,128	288	249	248	56	140	147
New Hampshire	1,918	668	609	528	69	15	29
New Jersey	8,485	2,768	2,590	2,347	558	195	27
New Mexico	2,222	578	528	606	163	106	241
New York	34,459	12,182	9,859	8,912	1,831	1,193	482
North Carolina	9,675	2,748	2,300	2,376	442	528	1,281
North Dakota	1,381	263	311	416	155	40	196
Ohio	15,569	4,724	4,620	4,448	1,096	89	592
Oklahoma	4,460	1,012	933	1,155	404	44	912
Oregon	4,652	1,081	935	895	195	36	1,510
Pennsylvania	20,665	6,505	6,013	6,309	1,432	184	222
Rhode Island	2,697	1,148	675	665	65	45	99
South Carolina	5,520	1,359	1,293	1,252	399	56	1,161
South Dakota	1,135	355	242	372	134	8	24
Tennessee	7,270	2,354	1,998	1,892	892	54	80
Texas	22,095	5,636	4,710	4,702	1,374	1,113	4,560
Utah	3,337	1,094	940	817	291	36	159
Vermont	1,504	385	391	429	51	56	192
Virginia	9,974	2,959	3,243	2,866	799	67	40
Washington	6,847	1,795	1,304	995	101	144	2,508
West Virginia	2,552	792	687	764	246	63	0
Wisconsin	10,112	2,664	2,011	2,010	240	259	2,928
Wyoming	1,022	244	158	192	58	40	330

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 16.--Total number of full-time instructional faculty on 9- and 10- month contracts with tenure, by state and sex: Academic year 1990-91

State	Men with tenure	Women with tenure	Faculty with tenure	Total Faculty	Percent faculty with tenure	Percent of tenured faculty that are men	Percent of tenured faculty that are women
50 States and D.C.	161,765	50,207	211,972	379,373	0.56	0.76	0.24
Alabama	2,392	1,135	3,527	5,942	0.59	0.68	0.32
Alaska	247	87	334	757	0.44	0.74	0.26
Arizona	1,736	461	2,197	4,823	0.46	0.79	0.21
Arkansas	1,065	340	1,405	2,957	0.48	0.76	0.24
California	19,504	6,491	25,995	37,763	0.69	0.75	0.25
Colorado	2,708	588	3,296	5,391	0.61	0.82	0.18
Connecticut	2,844	786	3,630	5,594	0.65	0.78	0.22
Delaware	64	48	112	1,288	0.09	0.57	0.43
District of Columbia	1,315	386	1,701	3,352	0.51	0.77	0.23
Florida	5,224	2,014	7,238	13,038	0.56	0.72	0.28
Georgia	2,581	941	3,522	7,648	0.46	0.73	0.27
Hawaii	750	281	1,031	1,829	0.56	0.73	0.27
Idaho	625	157	782	1,517	0.52	0.80	0.20
Illinois	8,277	2,816	11,093	17,811	0.62	0.75	0.25
Indiana	3,491	933	4,424	8,985	0.49	0.79	0.21
Iowa	2,232	561	2,793	5,255	0.53	0.80	0.20
Kansas	1,961	516	2,477	4,659	0.53	0.79	0.21
Kentucky	2,171	854	3,025	5,249	0.58	0.72	0.28
Louisiana	2,466	901	3,367	6,006	0.56	0.73	0.27
Maine	779	224	1,003	1,923	0.52	0.78	0.22
Maryland	2,780	997	3,777	6,613	0.57	0.74	0.26
Massachusetts	6,918	2,224	9,142	15,571	0.59	0.76	0.24
Michigan	4,868	1,157	6,025	14,193	0.42	0.81	0.19
Minnesota	2,925	824	3,749	7,286	0.51	0.78	0.22
Mississippi	818	275	1,093	3,920	0.28	0.75	0.25
Missouri	2,935	772	3,707	7,215	0.51	0.79	0.21
Montana	630	131	761	1,342	0.57	0.83	0.17
Nebraska	1,142	258	1,400	2,767	0.51	0.82	0.18
Nevada	448	122	570	1,128	0.51	0.79	0.21
New Hampshire	784	241	1,025	1,918	0.53	0.76	0.24
New Jersey	3,362	1,321	4,683	8,485	0.55	0.72	0.28
New Mexico	852	224	1,076	2,222	0.48	0.79	0.21
New York	16,051	5,517	21,568	34,459	0.63	0.74	0.26
North Carolina	3,368	985	4,353	9,675	0.45	0.77	0.23
North Dakota	533	146	679	1,381	0.49	0.78	0.22
Ohio	7,525	2,098	9,623	15,569	0.62	0.78	0.22
Oklahoma	1,563	469	2,032	4,460	0.46	0.77	0.23
Oregon	2,031	733	2,764	4,652	0.59	0.73	0.27
Pennsylvania	9,880	2,675	12,555	20,665	0.61	0.79	0.21
Rhode Island	1,169	407	1,576	2,697	0.58	0.74	0.26
South Carolina	1,977	625	2,602	5,520	0.47	0.76	0.24
South Dakota	435	103	538	1,135	0.47	0.81	0.19
Tennessee	3,245	1,016	4,261	7,270	0.59	0.76	0.24
Texas	7,616	2,380	9,996	22,095	0.45	0.76	0.24
Utah	1,717	287	2,004	3,337	0.60	0.86	0.14
Vermont	625	139	764	1,504	0.51	0.82	0.18
Virginia	3,932	994	4,926	9,974	0.49	0.80	0.20
Washington	3,649	1,106	4,755	6,847	0.69	0.77	0.23
West Virginia	1,114	413	1,527	2,552	0.60	0.73	0.27
Wisconsin	4,024	927	4,951	10,112	0.49	0.81	0.19
Wyoming	417	121	538	1,022	0.53	0.78	0.22

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Full-Time Instructional Faculty on 11- and 12-Month Contracts

Table 17.--Average Salaries of full-time instructional faculty, on 11- and 12-month contracts, in institutions of higher education, by academic rank, and type and control of institution: Academic year 1990-91

Type and Control	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
Total	$48,156	$67,370	$51,586	$42,444	$31,290	$35,305	$31,890
4-year	53,023	67,979	52,356	42,990	31,775	35,795	31,846
2-year	33,429	45,588	38,461	33,727	29,346	25,881	31,902
Public	52,269	71,109	55,062	45,515	33,881	36,577	35,714
4-year	57,900	71,793	55,821	46,116	34,202	36,788	40,517
2-year	36,502	48,575	42,539	36,881	32,623	29,577	35,201
Private	37,960	55,861	42,058	35,265	26,648	29,196	24,208
4-year	41,720	56,350	42,923	35,839	27,481	30,371	27,868
2-year	23,953	32,210	25,883	22,951	23,163	22,332	21,528

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 18.--Average Salaries of full-time instructional faculty, on 11- and 12-month contracts, in institutions of higher education, by academic rank, sex and control of institution: Academic year 1990-91

Sex and Control	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No Academic rank
Total	$48,156	$67,370	$51,586	$42,444	$31,270	$35,305	$32,837
Men	51,950	68,546	53,141	44,304	32,355	38,671	33,591
Women	38,932	58,003	47,079	39,512	30,028	31,939	31,680
Public	52,269	71,109	55,062	45,515	35,076	36,577	36,105
Men	56,220	72,003	56,273	47,660	36,807	40,423	37,251
Women	42,140	63,197	51,220	42,016	33,134	32,627	34,443
Private	37,960	55,861	42,058	35,265	25,798	29,196	25,680
Men	40,780	57,399	43,779	36,102	26,096	29,557	26,133
Women	31,914	46,580	38,094	34,044	25,448	28,878	24,889

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 19.--Total full-time instructional faculty, on 11- and 12-month contracts, in institutions of higher education, by academic rank, type and control of insitution: Academic year 1990-91

Type Control	All ranks	Professors	Associate professors	Assistant professors	Instructor	Lecturer	No Academic rank
Total	61,452	17,723	12,308	10,794	3,688	992	15,947
4-year	46,189	17,241	11,626	10,158	2,952	943	3,269
2-year	15,263	482	682	636	736	49	12,678
Public	43,790	13,377	9,018	7,560	2,367	821	10,647
4-year	32,265	12,983	8,503	7,068	1,886	797	1,028
2-year	11,525	394	515	492	481	24	9,619
Private	17,662	4,346	3,290	3,234	1,321	171	5,300
4-year	13,924	4,258	3,123	3,090	1,066	146	2,241
2-year	3,738	88	167	144	255	25	3,059

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Table 20.--Average salaries of full-time instructional faculty, on 11- and 12-month contracts, in higher education institutions, by academic rank and State: Academic year 1990-91

State	All ranks	Professor	Associate professor	Assistant professor	Instructor	Lecturer	No academic rank
50 States and D.C.	$48,156	$67,370	$51,586	$42,444	$31,270	$35,305	$32,837
Alabama	48,034	62,593	50,411	37,171	28,657	29,884	40,283
Alaska	56,722	85,950	60,951	46,668	39,602	---	30,091
Arizona	45,472	66,879	49,863	39,837	34,278	39,833	21,430
Arkansas	43,493	57,381	45,763	39,011	32,530	26,116	23,805
California	51,925	69,201	48,361	43,307	29,423	45,548	31,097
Colorado	57,803	85,031	69,512	56,618	48,259	33,042	26,971
Connecticut	69,781	94,408	73,839	59,495	28,703	39,759	*
Delaware	51,761	72,009	49,585	42,767	31,231	---	46,900
District of Columbia	49,514	65,395	47,143	39,612	36,752	33,398	38,200
Florida	57,040	74,501	58,904	54,674	38,866	31,426	30,200
Georgia	47,404	68,140	49,419	40,069	31,642	42,992	33,869
Hawaii	49,187	69,594	52,163	37,213	25,360	---	41,487
Idaho	40,997	54,065	42,491	35,340	31,385	32,644	37,500
Illinois	48,012	62,959	50,430	40,528	30,047	31,479	35,498
Indiana	53,195	71,603	49,398	38,500	25,412	30,428	28,723
Iowa	43,309	69,100	46,521	31,618	24,152	*	34,807
Kansas	46,282	60,077	49,017	39,632	33,675	23,815	30,726
Kentucky	49,492	61,023	49,453	39,543	25,022	22,697	14,021
Louisiana	46,252	59,658	46,669	39,489	29,546	25,944	18,877
Maine	34,481	41,936	37,372	29,066	28,165	---	32,066
Maryland	56,659	80,915	59,499	46,524	35,305	37,712	35,568
Massachusetts	54,159	73,172	51,636	40,520	31,559	35,592	24,808
Michigan	58,233	74,317	53,779	43,273	29,446	35,371	31,333
Minnesota	40,960	55,264	50,216	40,968	34,421	---	23,282
Mississippi	39,601	58,020	46,073	38,169	27,132	28,250	28,982
Missouri	43,583	62,965	49,415	39,485	31,811	26,207	20,177
Montana	45,811	50,679	42,756	38,708	24,203	26,013	15,512
Nebraska	43,042	62,620	49,276	40,873	30,956	14,449	32,002
Nevada	47,516	61,526	53,063	41,846	39,475	32,731	37,859
New Hampshire	40,651	50,592	36,055	32,795	31,120	---	34,367
New Jersey	62,717	79,870	60,407	46,420	31,422	41,767	32,360
New Mexico	40,747	61,842	47,444	38,236	31,819	42,253	33,078
New York	46,408	65,702	50,984	39,564	30,195	36,070	26,079
North Carolina	40,550	71,487	56,107	41,585	26,491	38,610	33,910
North Dakota	43,937	54,082	44,395	39,868	32,137	33,365	33,049
Ohio	48,997	68,367	52,764	42,071	30,319	17,615	33,856
Oklahoma	45,644	62,755	47,556	39,215	30,168	18,518	31,870
Oregon	41,426	54,209	45,659	36,011	31,019	---	26,791
Pennsylvania	43,875	66,660	50,289	41,379	29,222	30,187	26,084
Rhode Island	50,561	67,699	50,170	38,718	34,163	---	30,513
South Carolina	40,454	57,474	43,721	36,624	31,101	39,308	31,023
South Dakota	34,902	45,235	37,666	36,440	26,965	19,500	19,831
Tennessee	40,558	56,459	43,177	35,690	27,631	24,958	19,674
Texas	48,004	73,848	54,744	45,001	31,557	36,135	34,443
Utah	45,971	55,902	44,108	37,472	28,820	26,930	28,991
Vermont	35,544	60,125	41,073	30,680	24,863	33,576	26,777
Virginia	56,488	74,460	56,230	43,758	31,484	42,882	16,809
Washington	52,444	69,667	51,712	43,099	31,446	43,253	30,143
West Virginia	42,733	57,032	44,565	34,676	22,628	27,249	15,933
Wisconsin	47,691	58,409	49,992	41,309	29,659	34,941	40,681
Wyoming	40,460	58,375	45,705	39,144	31,378	26,608	27,277

---Data not applicable.

*The number of faculty report in this category was too small to yeild reliable results.

SOURCE: U.S. Department of Education, National Center for Education Statistics, IPEDS "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty 1990-91" survey.

Survey Instrument

SA

IPEDS

INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY 1990-91

Public reporting burden for this collection of information is estimated to average 5.0 hours per response but may range from 30 minutes to 8.0 hours depending on whether the information is readily accessible to machine readable files. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Education, Information Management and Compliance Division, Washington, D.C. 20202-4651; and to the Office of Management and Budget, Paperwork Reduction Project 1850-0582, Washington, D.C. 20503. Please send completed survey forms to the address shown on the inside of this cover page.

COMPLETION INSTRUCTIONS:

Please read the instructions carefully before completing this survey form. Report data ONLY for the institution noted. If data for any other institutions or branch campuses are included in this report because they cannot be reported separately, please provide a list of all other schools included in this report. When complete, please mail your survey form to:

CONTACT FOR QUESTIONS:

If there are any questions about this form, contact: Patricia Q. Brown at (202) 357-6593 or you may call the IPEDS Processing Center at 1-800-334-EDUC.

DUE DATE: November 15, 1990

This form is authorized by law (20 U.S.C.1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate, and timely.

PURPOSE OF THE SURVEY

The primary purpose of this survey is to collect data on the salaries, tenure, and fringe benefits of full-time instructional faculty by contract length, sex, and academic rank; to analyze, from a national perspective, the number and tenure status of faculty members in relation to the number of enrollments and degrees granted for an indication of manpower demand; and to evaluate faculty compensation in relation to institutional financial resources for an indication of the economic status of institutions and of the teaching profession. The survey is being conducted in compliance with the Center's mission "to collect, and analyze, and disseminate statistics and other data related to education in the United States...", (20 U.S.C. 1221e-1, General Education Provisions Act, Sec. 406(b), as amended).

USES OF DATA

The data collected are used by postsecondary institutions to establish competitive compensation packages; by State agencies to determine budgets for State-supported institutions and to make comparative studies with other States; by Federal agencies to analyze the teaching profession as a whole, to contribute to occupational forecasting, and to develop financial indicators relating to postsecondary education; and by professional and educational associations to evaluate the differences in salaries between men and women, and the general status of the profession.

The definitions and instructions for compiling IPEDS data have been designed to minimize comparability problems. However, postsecondary educations institutions differ widely among themselves. As a result of these differences, comparisons of data provided by individual institutions may be misleading.

BEST COPY AVAILABLE

GENERAL INSTRUCTIONS

Please respond to each item on this report in the space provided. The Glossary provides definitions of terms used in this report.

I. INSTITUTIONAL IDENTIFICATION

A. In the space provided at the top of the report, make any necessary corrections to the preprinted address information. Also, please enter the name, title, area code and telephone number of the person responsible for completing the report.

B. Exclusions from reporting. This report may not be applicable to your institution because all of your instructional faculty embrace one of the exclusion categories listed at the top of page 1 of the survey form. If this is the case, please mark the appropriate category and return the form.

II. PERIOD OF REPORT

This report requests data on full-time instructional faculty employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1990.

III. INSTRUCTIONS FOR PART A. SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1990-91

A. General Instructions for Part A - Sections I, II, and III.

The following general instructions apply to all of Part A - Sections I, II, and III. [Instructions related to a specific contract length only (9/10-month, 11/12-month, or other than 9/10-month and 11/12-month contract) are provided in Section B.]

In reporting instructional faculty, include only:

Those members of the Instruction/Research staff who are employed full-time (as defined by the institution) and whose major (more than 50%) regular assignment is instruction, including those with released time for research. Also included in this category are:

- Full-time instructional faculty on sabbatical leave. Report such faculty at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave.
- Full-time replacements for instructional faculty on leave without pay.
- Chairs of departments (if they have no other administrative title and hold a full-time faculty rank). Report such faculty at their contracted faculty salary.

In reporting instructional faculty, the following apply:

- Additional stipends for administrative, managerial, or other responsibilities should not be included in the salary calculation.
- When reporting instructional faculty by academic rank, use the institution's designations. Institutions without standard academic ranks should report all faculty in the category of No Academic Rank.
- When reporting tenure status, use the institution's criteria or requirements for tenure.
- Instructional faculty should be reported as having 9/10-month, 11/12-month, or other than 9/10-month and 11/12-month salary contracts on the basis of the contracted (teaching) period, not on the basis of the number of installments in which salaries are paid.

Do not report the following instructional faculty:

- Replacements for instructional faculty on sabbatical leave.
- Instructional faculty on leave without pay.
- Instructional faculty for preclinical and clinical medicine.* (Note: Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)
- Instructional faculty who are employed on a part-time basis.*
- Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.*
- Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.*
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction.
- Undergraduate or graduate students who assist in the instruction of courses, but have titles such as graduate or teaching assistant, teaching associate, teaching fellow, etc.

* If this statement applies to all instructional faculty at your institution, please mark the appropriate exclusion category listed at the top of page 1 of the survey form, and return the form.

B. Specific Instructions for Part A – Sections I, II, and III.

1. Part A – Section I: Full-time Faculty on 9/10-Month Salary Contracts

Please also read the general instructions in the preceding Section III. A. (above) before completing this part of the survey form.

The term, 9/10-month salary contract, applies to instructional faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions, or the equivalent.

Column (1). Faculty with Tenure. For each line, report the number of full-time instructional faculty with tenure.

Column (2). Non-Tenured Faculty on Tenure Track. For each line, report the number of full-time instructional faculty who are non-tenured but are in positions which lead to consideration for tenure.

Column (3). Non-Tenured Faculty Not on Tenure Track. For each line, report the number of full-time instructional faculty who are non-tenured and are not in positions which lead to consideration for tenure. For each line, if your institution does not recognize tenure, then report the number of full-time instructional faculty in column 3.

Column (4). Total Number of Faculty. For each line, report the sum of columns (1), (2) and (3).

Column (5). Total Salary Outlay. For each line, report to the nearest whole dollar the total salary outlay for those faculty reported in column (4).

2. Part A – Section II: Full-Time Faculty on 11/12-Month Salary Contracts

Please also read the general instructions in the preceding Section III. A. before completing this part of the survey form.

The term, 11/12-month salary contract, applies to instructional faculty employed for the entire year. These faculty members are usually employed for 11 months of teaching.

Follow directions for Part A – Section I for reporting data in columns (1) through (5).

3. Part A – Section III: Full-Time Faculty on Other Than 9/10-Month and 11/12-Month Salary Contracts

Please also read the general instructions in the preceding Section III. A. before completing this part of the survey form.

The term, other than 9/10-month and 11/12-month salary contract, applies to faculty considered full-time employees that are not reported in Part A, Sections I or II.

Follow directions for Part A – Section I for reporting data in columns (1) through (5).

IV. INSTRUCTIONS FOR PART B. FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH CONTRACTS, ACADEMIC YEAR 1990-91

Report the projected fringe benefit expenditures which will be paid by the institution, State and local government to full-time instructional faculty during the academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part A of this survey, excluding those on other than 9/10-month and 11/12-month salary contracts (Part A-Section III, line 31).

Fringe benefit expenditures for all instructional faculty (total men and women) on 9/10-month contracts should be reported in Part B, column (1), and the number of faculty covered in column (2). Similarly, the fringe benefits for all instructional faculty on 11/12-month contracts should be reported in Part B, column (3), and the number of faculty covered in column (4).

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

LINES 32 and 33. Retirement Plans (Other Than Social Security). Report contributions by the institution, State and local government toward retirement on lines 32 and 33 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On line 32, report contributions toward retirement if they become vested in the faculty member not later than the end of the 5th year of full-time service at the institution and are not lost to the member if the member leaves the institution or moves to another state. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 32 even though some faculty members may have been employed less than 5 years.*

On line 33, report expenditures for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.*

LINE 34. Medical/Dental Plans. Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.*

LINE 35. Guaranteed Disability Income Protection. Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick-leave benefits.*

LINE 36. Tuition Plan. Report cash payments and the dollar value of tuition waivers and exchanges for dependents (including spouse) of faculty members to attend another institution or this institution. If the tuition plan is available to all dependents of all faculty members to attend any institution of their choice, please check "No" box on line 36. If either of these conditions does not apply, please check "Yes" box on line 36.

The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by this benefit. If the number of faculty dependents who will receive this benefit in the academic year covered by this report is unknown, apply the current rate for the benefit to the number receiving the tuition benefit in the previous academic year to derive an estimate.

LINE 37. Housing Plan. Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, please check "No" box on line 37. If the housing plan only applies to institution-owned housing, please check "Yes" box on line 37. If the number of faculty members who will receive the housing benefit in the academic year covered by this report is unknown, apply the current rate for this benefit to the number receiving the housing benefit in the previous academic year to derive an estimate.*

LINE 38. Social Security Taxes. If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1990.*

LINE 39. Unemployment Compensation. Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

LINE 40. Group Life Insurance. Report expenditures by the institution to support the group life insurance program.*

LINE 41. Worker's Compensation. Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.*

LINE 42. Other Benefits in Kind With Cash Options. Report personal benefits in kind only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.*

LINE 43. Total. Report the sum of the expenditures on lines 32-42 for each of columns (1) and (3).

* Please verify that the number covered in column (2) on this line does not exceed the total reported in Part A, line 15, column (4). Also verify that the number covered in column (4) on this line does not exceed the total reported in Part A, line 30, column (4).

CONFIDENTIALITY OF DATA

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to CES. Section (d)(2) of the Act is cited below:

> "The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes. Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the report (except those which might identify individuals), as well as the names of institutions submitting the reports.

DEFINITIONS - SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY (SA)

The following definitions are arranged in alphabetical order:

ELEVEN/TWELVE MONTH SALARY CONTRACT. The contracted teaching period of faculty employed for the entire year, usually a period of 11 months.

FRINGE BENEFITS. Cash contributions in the form of supplementary or deferred compensation other than salary. Excludes the employee's contribution.

INSTRUCTIONAL FACULTY. Instruction/Research staff employed full-time (as defined by the institution) and whose major regular assignment is instruction, including those with released time for research.

NINE/TEN MONTH SALARY CONTRACT. The contracted teaching period of faculty employed for two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent.

OTHER THAN NINE/TEN MONTH AND ELEVEN/TWELVE MONTH SALARY CONTRACT. The contracted teaching period of faculty employed for other than two semesters, three quarters, two trimesters, two 4-month sessions, or 11-12 months, but still considered full-time employees (as defined by the institution).

TENURE. Status of a personnel position, or a person occupying a position or occupation, with respect to permanence of position.

TENURE TRACK. Positions that lead to consideration for tenure.

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY

Form Approved
OMB No. 1850-0582
Approval Expires 2/92

Institution
Address

Identification Number
Name of Respondent
Title
Phone Number

IF THIS SURVEY IS NOT APPLICABLE TO YOUR INSTITUTION BECAUSE ANY OF THE EXCLUSIONS CITED BELOW EMBRACE ALL OF YOUR INSTRUCTIONAL FACULTY, PLEASE MARK THE APPROPRIATE ITEM BELOW AND RETURN THE SURVEY FORM.

1. ☐ ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION TEACH PRECLINICAL OR CLINICAL MEDICINE.
2. ☐ ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE EMPLOYED ON A PART-TIME BASIS.
3. ☐ ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION CONTRIBUTE SERVICES (E.G., MEMBERS OF A RELIGIOUS ORDER), OR ARE MILITARY PERSONNEL.

PART A - SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, ACADEMIC YEAR 1990-91

SEX AND ACADEMIC RANK	LINE NO.	FACULTY WITH TENURE	NON-TENURED FACULTY		TOTAL NUMBER OF FACULTY (COLS. 1-3)	TOTAL SALARY OUTLAY (IN WHOLE DOLLARS)
			Those on Tenure Track	Those Not on Tenure Track		
		(1)	(2)	(3)	(4)	(5)
I. FACULTY ON 9/10-MONTH SALARY CONTRACTS						
A. MEN						
1. PROFESSORS	01					$
2. ASSOCIATE PROFESSORS	02					
3. ASSISTANT PROFESSORS	03					
4. INSTRUCTORS	04					
5. LECTURERS	05					
6. NO ACADEMIC RANK*	06					
TOTAL MEN (LINES 1-6)	07					$
B. WOMEN						
1. PROFESSORS	08					$
2. ASSOCIATE PROFESSORS	09					
3. ASSISTANT PROFESSORS	10					
4. INSTRUCTORS	11					
5. LECTURERS	12					
6. NO ACADEMIC RANK*	13					
TOTAL WOMEN (LINES 8-13)	14					$
TOTAL FACULTY ON 9/10-MONTH SALARY CONTRACTS (LINES 7+14)	15					$

*INSTITUTIONS WITHOUT STANDARD ACADEMIC RANKS SHOULD REPORT FULL-TIME FACULTY HERE.

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PART A - CONTINUED

SEX AND ACADEMIC RANK	LINE NO.	FACULTY WITH TENURE (1)	NON-TENURED FACULTY: Those on Tenure Track (2)	NON-TENURED FACULTY: Those Not on Tenure Track (3)	TOTAL NUMBER OF FACULTY (COLS. 1-3) (4)	TOTAL SALARY OUTLAY (IN WHOLE DOLLARS) (5)
II. FACULTY ON 11/12-MONTH SALARY CONTRACTS						
A. MEN						
1. PROFESSORS	16					$
2. ASSOCIATE PROFESSORS	17					
3. ASSISTANT PROFESSORS	18					
4. INSTRUCTORS	19					
5. LECTURERS	20					
6. NO ACADEMIC RANK*	21					
TOTAL MEN (LINES 16-21)	22					$
A. WOMEN						
1. PROFESSORS	23					$
2. ASSOCIATE PROFESSORS	24					
3. ASSISTANT PROFESSORS	25					
4. INSTRUCTORS	26					
5. LECTURERS	27					
6. NO ACADEMIC RANK*	28					
TOTAL WOMEN (LINES 23-28)	29					$
TOTAL FACULTY ON 11/12-MONTH SALARY CONTRACTS (LINES 22+29)	30					$
III. FACULTY ON OTHER THAN 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS TOTAL MEN AND WOMEN	31					$

*INSTITUTIONS WITHOUT STANDARD ACADEMIC RANKS SHOULD REPORT FULL-TIME FACULTY HERE.

BEST COPY AVAILABLE

PART B - FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY ON 9/10-MONTH AND 11/12-MONTH SALARY CONTRACTS, ACADEMIC YEAR 1990-91

FRINGE BENEFITS	LINE NO.	FACULTY ON 9/10-MONTH CONTRACTS		FACULTY ON 11/12-MONTH CONTRACTS	
		EXPENDITURES (IN WHOLE DOLLARS)	NUMBER COVERED	EXPENDITURES (IN WHOLE DOLLARS)	NUMBER COVERED
		(1)	(2)	(3)	(4)
RETIREMENT PLANS (OTHER THAN SOCIAL SECURITY) VESTED WITHIN 5 YEARS	32	$		$	
VESTED AFTER 5 YEARS	33				
MEDICAL/DENTAL PLANS	34				
GUARANTEED DISABILITY INCOME PROTECTION	35				
TUITION PLAN (DEPENDENTS ONLY) CHECK ONE: RESTRICTED: ☐ YES ☐ NO	36				
HOUSING PLAN CHECK ONE: RESTRICTED: ☐ YES ☐ NO	37				
SOCIAL SECURITY TAXES	38				
UNEMPLOYMENT COMPENSATION	39				
GROUP LIFE INSURANCE	40				
WORKER'S COMPENSATION	41				
OTHER BENEFITS IN KIND WITH CASH OPTIONS	42				
TOTAL	43	$		$	

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